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CONSTITUTION

International Union

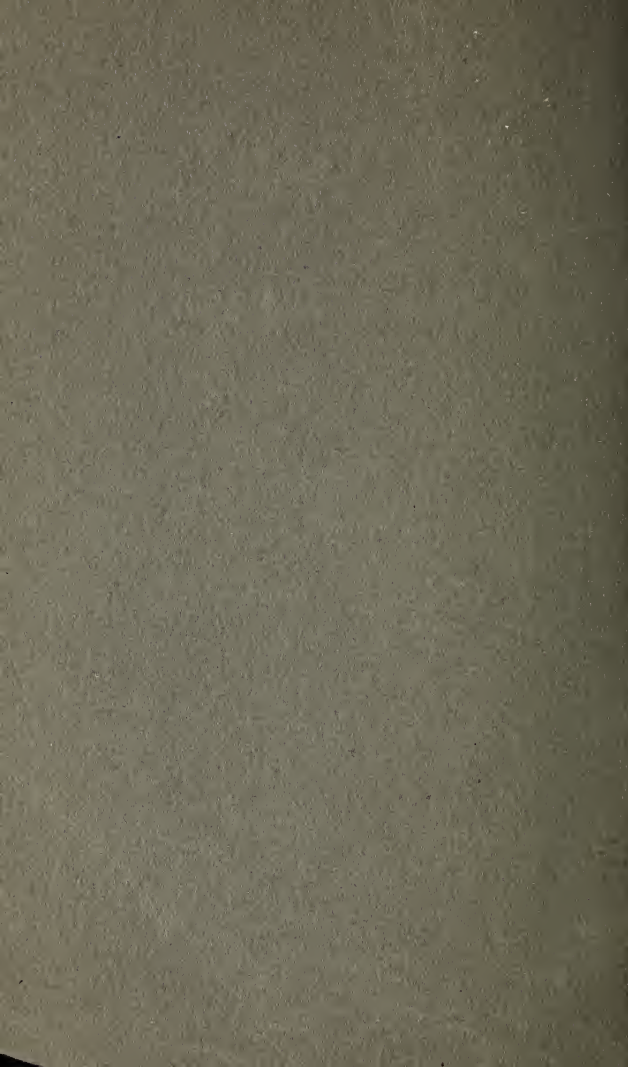
of

**United Brewery, Flour,
Cereal, and Soft Drink
Workers of America**

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JUL 14 1918

**Adopted at the Houston, Texas, Convention,
held from December 3rd to Decem-
ber 13th, 1917, inclusive.**



CONSTITUTION
OF THE
INTERNATIONAL UNION
OF
United Brewery, Flour, Cereal,
and Soft Drink Workers
of America

WITH JURISDICTION OVER

Malt, Grain Elevator, Yeast, Vinegar, Alcohol, Wine,
Cider, Cereal Beverage, and Mineral
Water Workers

AS GRANTED BY THE

AMERICAN FEDERATION OF LABOR

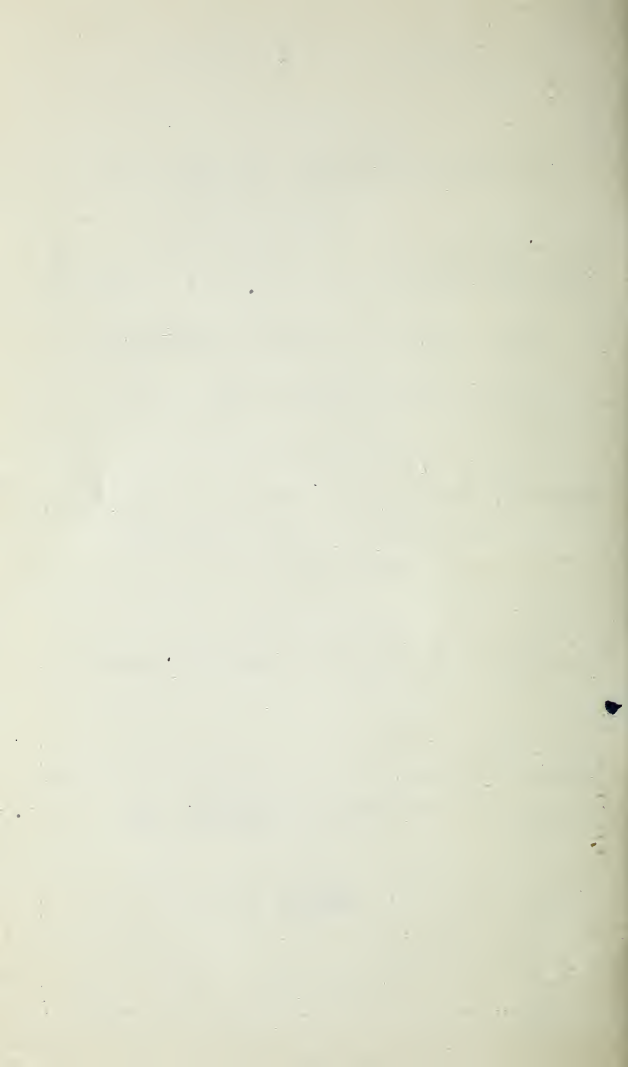
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DECLARATION OF PRINCIPLES.

In our society of today there are two classes whose interests are directly opposed to each other. On the one side stands the propertied class, that owns almost all the lands, all the houses, the factories, the means of communication, all the machines and raw material, all the means of life. Compared with the nation at large this class is only a small minority.

On the other side stand the workers, who possess nothing but their physical and intellectual labor power, and this they are compelled to sell to those who own the means of production. The workers number millions.

It is to the interest of the propertied class to buy labor at the cheapest possible price; to produce as much as can be produced, and to heap up wealth. The few hundreds of thousands who compose the propertied class take from the workers the greater part of the wealth they have created.

Of all the product of their toil the millions of workers receive only just as much as enables them to eke out a miserable existence.

Every new invention in machinery, every new discovery of natural forces, inures to the benefit of the propertied class alone, which is still further enriched thereby. Human labor is, as a consequence, being constantly more and more displaced.

The superfluous workers have to live, and therefore have to sell their labor at any price they can get. Labor falls more and more in value; the working people become all the time more and more impoverished, their consumptive capacity continually declines; they are able to buy less and less of the products they have produced; the sale of goods stops, production is checked, and in places it comes altogether to an end. The crisis has come.

The propertied class has taken into its service the State, the police, the militia, the press and the pulpit, whose task is to declare the sanctity of, and to defend the possessions that others have created for them.

On the other side stand the workers in their millions; without the means of life; without rights; defenseless; betrayed and sold out by the State, press and pulpit. It is against them that the weapons of the police and militia are directed.

Taking all these facts into consideration, we declare:

1. That in order to emancipate themselves from the influence of the class that is hostilely arrayed against them, the working class must organize locally, nationally and internationally; must oppose the power of capital with the power of organized labor; and must champion their own interests in the workshops; and in Municipal, State and National affairs.

2. National and international unions are in a position to exercise a great influence on production, on wages, on the hours of labor; to regulate the question of apprenticeship; to uphold their members in various emergencies.

3. The struggles which they naturally have to wage with the organized power of capital bring them to a recognition of the fact that individual unions must unite in one large league, which shall proclaim the solidarity of the interests of all, and give mutual support. Soon thereafter will come the recognition of the fact that our whole system of production rests exclusively upon the shoulders of the working class, and that this latter can, by simply choosing to do so, introduce another, a more just system.

The self-conscious power of capital, with all its camp-followers, is confronted with the self-conscious power of labor.

4. There is no power on earth strong enough to thwart the will of such a majority conscious of itself. It will irresistibly tend toward its goal. It has natural right upon its side. The earth and all its wealth belong to all. All the conquests of civilization are an edifice, to the rearing of which all nations for thousands of years past have contributed their labor. The results belong to the community at large. It is organized labor that will finally succeed in putting these principles into actual practice, and in introducing a condition of things in which each shall enjoy the full product of his toil.

The emancipation of the working people will be achieved only when the economic and political movements have joined hands.

CONSTITUTION.

ARTICLE I.

NAME OF ORGANIZATION.

SECTION 1. This organization shall be known as the International Union of United Brewery, Flour, Cereal, and Soft Drink Workers of America, with jurisdiction over Malt, Grain Elevator, Yeast, Vinegar, Alcohol, Wine, Cider, Cereal Beverage, and Mineral Water Workers as granted by the American Federation of Labor.

ARTICLE II.

AIMS AND OBJECT.

SECTION 1. The organization seeks to promote the material and the intellectual welfare of the Brewery, Flour, Cereal, Malt, Grain Elevator, Yeast, Vinegar, Alcohol, Wine, Cider, Cereal Beverage, Soft Drink, and Mineral Water Workers, by means of

1. Organization.
2. Education and enlightenment, by word and pen.
3. Reduction of the hours of toil, and increase of wages.
4. Active participation in the political labor movement of the country, on independent labor class lines.

ARTICLE III.

MEMBERSHIP.

QUALIFICATION AND OBLIGATION.

SECTION 1. Every brewery, flour, cereal, malt, grain elevator, yeast, vinegar, alcohol, wine, cider, cereal beverage, soft drink and mineral water worker of good, recommendable character, who joins a local union, and subscribes to the constitution of said local union and also that of the International Union, becomes thereby a member of the International Union of United Brewery, Flour, Cereal, and Soft Drink Workers of America.

No local union can initiate an applicant before the local union can furnish him employment in one of the industries under the jurisdiction of the International Union.

SEC. 2. *Every candidate who desires to become a member of a local union must be in possession of his first citizen papers, and he must secure his second papers at such time, as he legally is entitled to do so. This provision must be enforced rigidly through a yearly revision, to be held by every local union on October 1.*

Members who refuse to do so or make no effort to comply with this section shall stand suspended.

SEC. 3. Candidates for membership are required to truthfully answer all questions upon the official membership application. Failure to do so, will result in expulsion from the organization.

Candidates who were former members, can be accepted only in accordance with Sections 18 and 19 of Article IV.

SEC. 4. Members who are advanced to the position of foreman cannot hold membership in the International Union, providing they have the right to hire and discharge and they do not perform the regular work of a workingman. First men in the various departments must belong to the union.

SEC. 5. Bookkeepers, shipping clerks, and all persons employed in the office, cannot become members of the International Union. Stockholders, and sons of employers or managers in establishments under contract who perform manual labor coming under the jurisdiction of the International Union, must be members of it.

SEC. 6. After a union has cast a majority vote favorable to a candidate's application for membership and the candidate has complied with the requirements of the Union, the candidate shall be led before the Chairman. The candidate shall repeat the following obligation:

"I (give name) hereby pledge my word of honor as a man that I will be true to this Union and its principles as long as I am a member thereof; that I will do all in my power to promote the welfare of this Union and that I will consider every one

of its members as my friend and brother; that I will not reveal any business or proceedings of any meeting of this Union, except to those who have a right to such knowledge; that I will comply with the orders, regulations and laws of this Union, and that I will at all times abide by the regulations and decisions of the General Executive Board of the International Union of United Brewery, Flour, Cereal, and Soft Drink Workers of America; that should I fail to keep these promises, I shall be punished with expulsion from this Union."

SEC. 7. After a candidate has been obligated, the Chairman shall read the following to him:

"It is the duty of every member to purchase none but union-made goods and to patronize union places of business and amusement. Special attention shall be paid to the union label, and the union show card and button."

INTERNATIONAL TRAVELING CARDS.

SEC. 8. Brewery workers, who are in possession of good standing International Traveling Cards, must be admitted to membership in a local union without payment of an initiation fee. These cards must, however, be deposited with a local union within thirty days after arrival in this country, otherwise such cards become null and void. Brewery workers arriving with a good standing membership book, and without the International Traveling card, must pay the regular initiation fee of the local unions. Brewery workers arriving from abroad without the recognized International Traveling Card and membership book, and asking for admission into the union, cannot be accepted until the local union has asked the organization of the country from whence they came for information as to their relations with the labor organizations. The initiation fee of such applicants, providing there are no charges against them, shall be \$25.00.

EXPULSION.

SEC. 9. Members will forfeit their membership if they fall in arrears with their dues or taxes more than three months. Expulsion on this account is not subject to appeal.

SEC. 10. The following offenses committed, either against the local union or the International Union, shall be sufficient cause for expulsion: "Defalcation of the funds of a local or of the International Union, when in either case expulsion must follow; breaking strikes authorized by the General Executive Board; denunciation of fellow-workmen; any offense that will cause an injury to the members of the International Union in general; calumniating and slandering of local and General Officers or representatives, in which case the trial for slandering shall be held by the local union, and either party has the right of appealing to the General Executive Board, whose finding shall be binding to both parties."

Every accused member must receive a fair and impartial trial, and expulsion from a local union is equivalent to expulsion from the International Union.

SEC. 11. Members who have borrowed money from a local union, and refuse to refund it, after having secured employment, can be suspended or expelled from the International Union upon request of that local union.

FINES AND APPEALS.

SEC. 12. If a member has been deprived of his membership, either by suspension or expulsion (except as in Sec. 9) he shall have the right to appeal within fourteen days to the General Executive Board. The appealing member is entitled to remain at work until his case is decided by the General Executive Board.

SEC. 13. *a.* Members cannot be fined a sum higher than \$25.00 by a local union.

b. If a member is fined the sum of \$5.00 or less, he shall have the right to appeal against such fine to the next meeting of the local union.

c. If a member is fined more than \$5.00, and not over \$10.00, he shall have the right to appeal to the Joint Local Executive Board, whose decision shall be final.

d. If a member is fined more than \$10.00, he shall have the right to appeal against such fine to the Joint Local Executive Board. Should such member believe that he can prove that he was not given a fair and impartial trial by the Joint Local Executive Board, then such member shall have the right to appeal to the General Executive Board.

e. In such localities where there is no Joint Local Executive Board, a member who is fined more than \$5.00 shall have the right to appeal direct to the General Executive Board.

SEC. 14. *The General Executive Board shall recognize only such complaints and appeals that have the seal of the local union attached of which the appellant is a member. The secretaries of local unions are bound to affix the seal upon demand after the appellant furnishes a copy of the appeal to the local secretary.*

SEC. 15. The decision of the General Executive Board shall be final in all matters of controversies, complaints and appeals.

WITHDRAWAL CARDS.

SEC. 16. a. All members who stop working in the industries coming under the jurisdiction of the International Union, or who advance to the position of foreman, with the right to hire and discharge, and who perform no manual labor, must take out withdrawal cards and renew these withdrawal cards every six months, otherwise they forfeit their membership. Withdrawal cards will be granted to any such members, providing they have lived up to their local and the International Constitutions, and have at no time violated the obligations they took when they became members of the International Organization.

b. Such withdrawal cards may be obtained at a cost of fifty cents and are valid six months, or \$1.00 and are valid one year; this shall also apply to the renewal of withdrawal cards, which must be renewed upon date of expiration. When withdrawal cards are obtained by members, the membership book must be deposited with the local secretary until such time that the member reports active.

c. Withdrawal cards shall be renewed in the locality in which the member resides, or by the nearest local union. When a member renews his withdrawal card in another locality, then the secretary of the local union with whom the membership book was deposited at the time the withdrawal card was taken out, shall, on request, forward the membership book properly departed to the secretary of the local union in which the member renews his withdrawal card. Record shall be made in the space designated for that purpose in the mem-

bership book of withdrawal cards taken out, or renewed, and the date of expiration.

SEC. 17. A member who accepts employment in a non-union establishment over which the International Union holds jurisdiction, shall not receive a withdrawal card, but must pay regular dues and assessments to the local union nearest his employment, or he shall forfeit his membership.

SEC. 18. Members who intend to take a course in a brewers' academy must either pay their dues to the local union in which they hold membership or report active at once to the local of the respective city in which the brewers' academy is located, and are not entitled to withdrawal cards during the time they attend such academy.

SEC. 19. Members who conduct a saloon themselves, or whose wives are running a saloon, must withdraw from the International Union, and cannot maintain a position in breweries, but they shall, upon application, receive withdrawal cards.

SEC. 20. If a member holding a withdrawal card perpetrates things detrimental to the interest of the International Union, his withdrawal card shall be declared null and void.

SEC. 21. Members holding withdrawal cards are not privileged to attend meetings of the union.

ARTICLE IV.

LOCAL UNIONS AND BRANCHES.

AFFILIATION AND CHARTERS.

SECTION 1. Any local association of brewery, flour, cereal, malt, grain elevator, yeast, alcohol, vinegar, wine, cider, cereal beverage, soft drink, and mineral water workers comprising twenty and more members can affiliate with the International Union of United Brewery, Flour, Cereal, and Soft Drink Workers, provided such association recognizes the Constitution of the International Union, secures a charter, and agrees to pay the regular dues and extra taxes. No two unions of the same branch shall be recognized in one and the same locality.

SEC. 2. The local unions shall bear the title: Local Union No. —, (Brewery, Flour, Cereal, Malt, Grain

Elevator, Yeast, Vinegar, Alcohol, Wine, Cider, Cereal Beverage, Soft Drink, or Mineral Water Workers), of the International Union of United Brewery, Flour, Cereal, and Soft Drink Workers of America.

SEC. 3. The local numbers of the local unions shall be designated by the General Executive Board, after application is received.

SEC. 4. Every organization of brewery, flour, cereal, malt, grain elevator, yeast, vinegar, alcohol, wine, cider, cereal beverage, soft drink, and mineral water workers applying for affiliation must transmit to the General Executive Board an application for a charter; the fees shall be \$10.00 for a charter and an *additional* \$1.00 *initiation* fee for each charter member.

Each new union shall receive with its charter, a seal, a date stamp, an inking pad, a ledger, a treasurer's cash book, a voucher book, 100 letter-heads and envelopes, 20 withdrawal cards, a membership book and an International Constitution for each charter member, 20 copies of the proceedings of the last convention, and a supply of membership applications, financial and statistical monthly reports, death notices and address forms for the journal.

All other supplies must be paid for as ordered.

A duplicate membership book shall cost 50 cents.

A duplicate charter shall cost \$1.00.

SEC. 5. In case that there are not a sufficient number of brewery, flour, cereal, malt, grain elevator, yeast, vinegar, alcohol, wine, cider, cereal beverage, soft drink, or mineral water workers in a place to form a local union, the members individually can hold membership in the union nearest located, and pay their dues and assessments thereto.

SEC. 6. If, in the judgment of a local union, a new organization can be formed in any locality, notice must be forwarded immediately to the General Executive Board. Local unions shall, as much as possible, endeavor to organize the brewery, flour, cereal, malt, grain elevator, yeast, vinegar, alcohol, wine, cider, cereal beverage, soft drink, and mineral water workers in their district and vicinity, for which the International Union, if such organizing work is sanctioned by the General Executive Board, shall bear the expense.

If five or more members are located in such a place, they can affiliate with the nearest local union as a branch. Such members shall have the same rights as any other members of local unions. Branch charters cost \$1.00. All supplies for branches must be paid as ordered.

For all travels and organizing work done in the interest of the International Union itemized bills must be presented to the General Executive Board. The traveling charges shall be rated at \$9.00 per day, and should higher expenses be incurred, then an itemized bill must be presented.

INITIATION FEES, DUES, AND ASSESSMENTS.

SEC. 7. *a.* No initiation fee higher than ten dollars can be charged by any local from candidates, except as provided in Article III, Section 8. Local unions may charge \$1.00 in addition to these \$10.00. The \$1.00 must be forwarded to the International Union with an application for each member initiated into the local union or its branches; each new member shall receive a membership book free of charge, containing an initiation fee stamp.

b. The department of the industry in which the member is employed shall be entered legibly with ink on the title page of the membership book.

c. Each local union shall have an examination committee of three members or more, elected to examine every applicant for membership as to his competency in the trade, and his character. Nobody can become a member of any branch if he fails to pass that examination.

SEC. 8. The dues charged by local unions to their members shall not be less than 75 cents per month. The per capita tax to the International Union shall be paid out of this money.

SEC. 9. The per capita tax to be paid regularly every month to the International Union shall be 25 cents per month for every member in good standing, which must be paid in advance, and for which the "Brewery, Flour, Cereal, and Soft Drink Workers' Journal" shall be furnished gratis to every member.

SEC. 10. Each and every member of the International Union shall be compelled to pay an assessment of one

dollar per year, payable quarterly, during the first month of the quarter. The assessment so collected shall be used for strikes and lockouts only, and shall be called "*Reserve Fund*." Said fund shall not run lower than \$25,000. If this fund should run below this amount, then the General Executive Board is empowered to levy special assessments.

SEC. 11. Each and every member of the International Union is compelled to pay an assessment of one dollar per year (payable in the month of July) for the fight against prohibition.

SEC. 12. *All orders for stamps, initiation fees, supplies, etc., must be accompanied by the money and an official financial report blank properly filled out; otherwise no receipt or acknowledgment will be made until said report arrives at headquarters.*

SEC. 13. Each local union shall see to it that its local secretary transmits within eight days after the end of each month the regular monthly reports to headquarters.

SEC. 14. If it is proven that a local union fails to pay the per capita tax, assessments or initiation fee, mentioned in Secs. 7, 9, 10, and 11, to the International Union for the full number of members in the local union, or if the due stamps are not pasted into the membership books in the way provided for, said local union shall be subject to a fine not less than \$100.

SEC. 15. Local unions being in arrears with their dues and assessments and taxes more than two months shall be suspended by the General Executive Board from all privileges and advantages guaranteed by the International Union. The charters of such local unions that are in arrears with dues and extra taxes for three months shall be revoked by the General Executive Board, but exceptions can be made in cases of prevailing disadvantageous and harassing conditions.

THE STAMP SYSTEM.

SEC. 16. *Upon payment of their monthly dues the members shall receive stamps, to be procured by the secretaries from the International Union as a receipt; these stamps must be pasted into the membership books by the proper officers of the local union, and must be stamped with a date stamp, showing the date upon which the member paid. These dues stamps will give*

the members the only guarantee that their dues are being paid. On stamps given out for payment of assessments the amount shall be printed, but not on those for per capita tax.

SEC. 17. *a.* Out-of-work stamps are furnished to such members for any calendar month during which they have no employment. Members who work six (6) days of any given month are required to pay their regular dues for such month.

b. Members who are out of work the entire three months of a current quarter are entitled to an out-of-work stamp in place of the reserve fund stamp for that quarter.

c. Members who are sick longer than a calendar month are entitled to out-of-work stamps for the duration of their sickness.

d. Out-of-work members are entitled to out-of-work stamps for the period of one year only. After this time such member shall be compelled to take out a withdrawal card, which will be redeemed at any time during its validity, should the member have an opportunity to secure a position in the industry.

e. These "Out-of-Work" stamps for out of work or sick members can be obtained from the International Union free of charge by the local secretary, and such stamps should be ordered upon the official monthly reports, giving name and International book number of member and stating the month or quarter for which such stamp is desired. Out-of-work stamps will not be furnished for the current month or quarter.

RE-INITIATION AND REINSTATEMENT.

SEC. 18. No applicant who has been a member of a union and is indebted to it for dues, or for per capita tax of the International Union, or who has been expelled, suspended, or rejected, can be accepted as a member by another union without written consent of the local union which rejected, suspended or expelled him, subject to approval by the General Executive Board.

SEC. 19. When a former member of the International Union makes application for re-admission in a local union, he may, in conformity with Sec. 18 of Article

IV, be re-initiated or reinstated, as may be decided by the local union.

If re-initiated, the local union shall forward \$1.00 initiation fee, together with an application, to the International Union.

If reinstated, he shall be required to pay his arrearages in full, for which the regular Per Capita Tax, Reserve Fund and Special Assessment stamps must be pasted in the membership book and a report made on the next monthly report to the International Union.

A local union may also subject a re-initiated or a reinstated member to the payment of a fine, which shall not exceed \$10.00.

REPORTING AND DEPARTING MEMBERS.

SEC. 20. Any member in good standing in one local union must be transferred to any other local affiliated with the International Union without payment of new initiation fee, providing he can pass an examination required for the respective branches of the industry. No new examination shall be required when a member resumes work in the same branch of the same industry.

SEC. 21. A member upon leaving a town is obliged to place himself in good standing and have his departure recorded in his membership book. When a member decides to stay in a locality where a union is in existence, he is obliged to report to the secretary before looking for work. Members violating this rule shall be fined \$10.00 by the local union.

SEC. 22. A newly admitted member must be a dues paying member of the respective local union, in which he had been admitted, at least for two months before he can be transferred to another local.

SEC. 23. The secretaries of local unions shall register in the membership books, at the space designated for that purpose, the dates when a member arrives and leaves the union or city, and they must accredit such entries by signing their names and affixing the seal of the union to it and report these arrivals and departures to headquarters. Local unions can demand dues and assessments for the current month only, from members who leave the local. Traveling members are obliged to have their books duly stamped every three

months by the secretary of the nearest local union, otherwise they shall forfeit their membership.

SEC. 24. If a local union prevents a member, who arrived from another place and has reported to the secretary, from taking work, and demands that such a member shall wait to the next meeting, the union shall be subject to a fine of \$25.00. Such unions that have established a labor bureau are exempted.

Lists carried by local unions on out-of-work members must, however, be respected by members who report from other localities.

CONTRACTS

SEC. 25. Local unions are obliged to submit their contracts to the Joint Local Executive Board and the General Executive Board for endorsement, before they are submitted to the proprietors. Should, in the opinion of the General Executive Board, demands made in such contracts be inopportune or unsatisfactory for their approval, then such changes as are deemed advisable shall be made by the General Executive Board before such contracts are endorsed.

SEC. 26. All local unions are obliged, and it is the duty of the General Executive Board to strictly observe the rule, that when making new contracts at least those minimum wages and such maximum working hours, as decided by the conventions, be demanded and enforced.

SEC. 27. It shall be obligatory upon all unions to insert the arbitration clause in all contracts.

SEC. 28. Every local union is also obliged to enforce the abolition of Sunday work, where it is still in operation, or at least demand adequate remuneration for such work.

SEC. 29. It is the duty of the local unions to insert in every contract, when renewing them, a clause providing that overtime shall be worked only in cases of pressing emergencies, and be paid for at not less than 50 cents an hour.

SEC. 30. It is mandatory to provide for the lay-off system in every contract by inserting a clause that in times of dull business the workingmen shall be laid off in rotation, but that no one shall be laid off longer than six days, nor less than one day at a time.

SEC. 31. If during the busy season it is necessary to employ extra help, such help must be employed under the permit card system, and provision for the employment of such help shall be made in the contract, with the stipulation that the employment of such help shall not cause any lay-off of union men.

SEC. 32. In localities where there is a notification clause of cancellation in the contracts, it shall require a majority vote of all members of all local unions of a given locality before contracts can be cancelled. If such locality has decided by majority vote to cancel contracts, all local unions are compelled to submit notification of cancellation to the employers within the required time.

SEC. 33. The various local unions are held to take care that agencies of outside firms in the locality must also recognize and live-up to union contracts and union rules.

SEC. 34. It shall not be permissible to have non-union men employed when working help is to be supplied, and the respective local unions of a place where help is wanted, must secure members from the next or nearest union or issue permit cards if such members cannot be obtained. Violations of this rule shall be punished with \$10.00 fine, payable to the International Union.

BRANCHES.

SEC. 35. Branches shall stand under the direct control of the parent local union and the branch members must pay their monthly dues and assessments to their local union.

SEC. 36. Each branch must hold at least one meeting during the month; that is in the event that the members of the branch are not able to attend the meetings of the local union to which the branch is attached. The branches shall elect a secretary, whose duties are to attend to the correspondence with the parent local union, to conduct the meetings, to collect the dues and extra taxes, and to turn over all collected money to the secretary of the parent local union.

SEC. 37. All expenses of the branches, viz: Hall rent, remuneration of delegates to the central bodies, if such are in existence, per capita tax to the latter, and also expenses of the secretary for writing material and postage fees, etc., must be defrayed by the local union.

SEC. 38. All important business transactions, also nomination and election of officers, and all referendum votes must be reported and transmitted to the branches by the local unions.

SEC. 39. No branch is allowed to enter into contract with employers without the consent of the parent local union, and the branches are obliged to strictly enforce the existing contracts; any violation of contracts must at once be reported to the local union.

GENERAL RULES.

SEC. 40. The International Union has adopted uniform finance books and a uniform system of bookkeeping, and uniform application blanks, and those books and blanks will be furnished to the various local unions at cost price. Each local union failing to introduce these books is subject to a fine of \$25.00.

SEC. 41. Documents issued by the local unions must bear the signature of the local secretary and the uniform seal of the local unions.

SEC. 42. Local unions with a membership of less than 200 shall have the right to employ salaried secretaries, who can follow other occupations besides fulfilling their official duties. No local union is permitted to have honorary members.

SEC. 43. *It shall be mandatory for all local unions and branches to become affiliated with their respective central bodies (Central Labor Union), their respective State Federations of Labor and their respective Trades Union Liberty Leagues. The local unions shall elect and send delegates to the meetings and conventions of these organizations. The word State in this section shall be held to apply to all political divisions in Canada that come under the heading of provinces.*

SEC. 44. Local unions shall compel their members to patronize only such places that are fair to organized labor and purchase only union-made goods as far as possible.

SEC. 45. Every local union affiliated with the International union shall hold at least one meeting every month, if opportune, on Sundays.

SEC. 46. If there are at least ten members who command but one language in a local union, composed of English and German-speaking members, and for that reason demand a translation into either language, then the meetings of such unions must be conducted in both languages.

SEC. 47. All local unions shall reserve the right to adopt special local constitutions and by-laws, providing such constitutions are in concert and accordance with the laws of the International Organization, and are endorsed by the General Executive Board, and signed by the General Secretaries as guarantee of approval. Should there be any changes in the International Constitution which conflict with the local constitutions, the International Constitution shall govern.

SEC. 48. Rules as to the number of apprentices to be allowed, and the term they have to serve, also the amount of the initiation fee and other rights of apprentices, are left to the various unions for regulation; however, all apprentices must be members of the union and their initiation fee, as well as dues and assessments must be paid to the International Union.

OBLIGATION FOR OFFICERS OF LOCAL AND BRANCH UNIONS.

SEC. 49. *"I (give name) do solemnly promise that I will support the Constitution of the International Union of United Brewery, Flour, Cereal, and Soft Drink Workers of America; that I will uphold the By-Laws of this Union, also all orders, regulations and rules of this Union; that I will faithfully discharge the duties of my office; that at the expiration of my term I will surrender to my elected and qualified successor in office all property rights and other matters belonging to this Union; that at any time during my incumbency, I will, whenever the Union shall so desire, make a detailed report of any and all matters in my keeping or under my control, to all of which I pledge my most sacred word of honor."*

SEC. 50. Any officer who fails to uphold his obligation shall be liable to a fine or expulsion.

SEC. 51. The transaction of business in all meetings shall proceed in the following order:

1. Calling Meeting to Order.
2. Roll Call of Officers.
3. Reading Minutes of Previous Meeting.
4. Proposals for Membership.
5. Initiation of New Members.
6. Election of Officers.
7. Reading Correspondence and Bills.
8. Reports of Delegates, Committees and Officers
9. Unfinished Business.
10. New Business.
11. For the Welfare of the Organization.
12. Roll Call of Members.
13. Reading of Receipts and Expenditures.
14. Adjournment.

(Section 51 shall be used by all such local unions and branches that have no "Rules of Business or By-Laws").

SEC. 52. When a local union has withdrawn from the International Union, or has been suspended or expelled, such local union shall abide by the decision of the General Executive Board, when again applying for re-affiliation.

SEC. 53. If a local union dissolves, the General Executive Board shall appoint one of the last members who remained in the union of that place, as trustee, and he shall turn over all property of the dissolved union to the General Executive Board.

SEC. 54. Local unions refusing to carry out the provisions of the International Constitution shall be dealt with according to Sec. 12 of Article VI.

ARTICLE V.

JOINT LOCAL EXECUTIVE BOARD.

SECTION 1. In places where there are more than one union of the International Organization it is imperative to form a Joint Local Executive Board. The basis of representation shall be as follows: Each local union shall be entitled to a delegate for every one hundred

members or fraction thereof, but no union has a right to send more than five delegates. In localities where no quorum can be constituted on the basis of representation as given above, the different unions shall form a Joint Local Executive Board, consisting of seven delegates who have to be elected by the different unions in proportion to their respective membership. The Joint Local Executive Board shall deal with all questions and transact such other business as may be in the interest of the local unions.

SEC. 2. This Joint Local Executive Board shall be the controlling body in all local strikes or boycotts. The board has to supervise and to direct the agitation against non-union products, and to manage the payment of the regular strike benefits. All such strike benefits as are granted by the General Executive Board, or the assessments raised by the local unions, must be paid to the secretary of the Joint Local Executive Board, who immediately, or in the next meeting, must turn over the money to the treasurer. In such cases the financial officers must submit a financial statement to the General Executive Board, as well as to the interested unions every week.

SEC. 3. It is the duty of the Joint Local Executive Board to take care that the contracts of the various branches of an industry engaged in the manufacture of products coming under the jurisdiction of the International Union shall be presented to the employers for their signature in each industry at the same time; no firm shall be recognized as a union establishment unless the contracts submitted by all branches are signed. The Joint Local Executive Board shall also enforce the strict observance of the existing contracts by both parties.

SEC. 4. The Joint Local Executive Board shall have control of the union labels to be distributed at that place, and shall decide which firms are entitled to them. In case of violating the contract the Joint Local Executive Board may withdraw the label from the respective firm with the consent of the General Executive Board.

SEC. 5. The Joint Local Executive Board has the right to levy regular monthly assessments or temporary ones for the purpose of defraying the necessary expenses. After such assessments are approved by a

majority vote of the members of the unions affiliated. every member who is working must pay them.

SEC. 6. In case of differences between the local unions, or between the Joint Local Executive Board and a local union affiliated, both sides shall submit their grievances to the General Executive Board; pending their decision the Joint Local Executive Board cannot suspend a local union, nor can an affiliated local union withdraw from said board. Each party must abide by the decision rendered by the General Executive Board. eventually under protest to the next convention.

SEC. 7. Should differences arise between a local union and some of its members, the Joint Local Executive Board then only has the right to interfere, when so instructed by the General Executive Board. The Joint Local Executive Board has no right to levy fines, but can make recommendations to locals, to sustain, reduce or increase fines.

SEC. 8. The Joint Local Executive Board shall elect as regular authorized officers, a corresponding recording secretary and a financial secretary-treasurer and such other officers as may be required. The financial officers must forward a financial report to all affiliated local unions quarterly.

ARTICLE VI.

GENERAL EXECUTIVE BOARD.

SECTION 1. The General Executive Board shall consist of eighteen members, including the four General Secretaries and the General Organizer, who shall have voice and vote. Eight members, including the four General Secretaries, must be located at place of headquarters and shall constitute a quorum.

SEC. 2. The nine non-resident General Executive Board members shall be divided in the following districts and represent same:

First District—New England States.

Second District—New York and New Jersey.

Third District—Pennsylvania, Maryland, Delaware and District of Columbia.

Fourth District—Michigan, Wisconsin, Minnesota, North and South Dakota and Nebraska.

Fifth District—Illinois, Iowa, Indiana, Kentucky, West Virginia and Virginia.

Sixth District—Missouri, Kansas, Tennessee, North and South Carolina.

Seventh District—Arkansas, Texas, Oklahoma, Louisiana, Mississippi, Alabama, Georgia and Florida.

Eighth District—Pacific Coast, Montana, Wyoming, Idaho, Colorado, New Mexico, Arizona, Nevada, Utah, British Columbia, Alberta and Alaska.

Ninth District—Canada, with exception of British Columbia and Alberta.

SEC. 3. In case vacancies occur on the General Executive Board, or the regular member cannot perform his duties on account of unexpected circumstances, the substitute member shall fill the place of the regular member. The regular members, also the substitutes, must leave their addresses with the General Secretaries.

SEC. 4. The entire General Executive Board must hold regular meetings semi-annually, and shall convene every second Monday in January and July, at 9 o'clock a. m., at the International Headquarters. All the official business submitted must be transacted and disposed of then and there. Should, however, in the interval, a necessity arise, the quorum shall have the authority to call a special session of the entire General Executive Board.

SEC. 5. The quorum of the General Executive Board must hold a session once every week to act upon all necessary business coming before it, but a special meeting can be called at any time in case of emergency, upon the demand of four members. In very important or special matters the non-resident members shall be notified by wire instead of mail.

SEC. 6. The decisions of the quorum shall be binding only when the non-resident members have also transmitted their votes, and when thus a two-thirds majority has been secured. The General Secretaries must immediately communicate with such members by letter, giving them an account of the proceedings; and they in their turn, must reply at once.

SEC. 7. The General Executive Board shall select the Editor of the official organ, the Brewery, Flour, Cereal, and Soft Drink Workers' Journal. The Editor is

obliged to abide by the decisions of the General Executive Board, given from time to time, and shall observe them strictly.

The General Executive Board is the controlling body over the General Secretaries and the General Organizer.

It is the duty of the General Executive Board to represent the International Organization in every respect; to be guided in their business transactions by the constitution and the declaration of principles, and by the decisions and rulings of the conventions; to make and adopt such provisions and rules as may become necessary for the best interest of the organization, and for the proper and correct transaction of all business of the organization.

SEC. 8. The General Executive Board shall decide all questions of jurisdiction and law, and shall have full power to authorize strikes so far as such are not prohibited by the constitution; and they are empowered to continue or terminate a strike, if deemed advisable. They are also empowered to grant and revoke charters; to appropriate money and to carry out, in accordance with the constitution, all other business that will come under its province, and is referred to it.

SEC. 9. The General Executive Board may submit to a referendum vote at any time matters and questions of unexpected nature, and the local unions are obliged to send in the results of their vote to the International Headquarters in such time as provided for in Article X, Sec. 2.

SEC. 10. The General Executive Board shall have the right to donate money to local unions, in cases of urgent necessity.

SEC. 11. The General Executive Board has the right to have the books of the local union examined at any time.

SEC. 12. All local unions refusing to carry out the provisions of the International Constitution or a decision of the General Executive Board may be suspended or expelled by the General Executive Board.

SEC. 13. Whenever a local union shall be dissatisfied with a decision of the General Executive Board, said union shall, however, execute the decision, but shall reserve the right to appeal to the next convention.

SEC. 14. The official journal of the International Union, which shall be known under the name of Brew-

ery, Flour, Cereal, and Soft Drink Workers' Journal, official organ of the International Union of United Brewery, Flour, Cereal, and Soft Drink Workers of America, shall remain the property of the International Organization, and all clear profits derived therefrom shall go into the treasury of the organization. The General Executive Board shall superintend the publication of the paper, and make all such provisions as may appear beneficial for the improvement of the journal, or such as may have been decided on by the convention, or may otherwise be required.

SEC. 15. All bills against the International Union except the regular running office expenses, can only be ordered paid by the General Executive Board, but it has no right, except as otherwise provided for in the constitution, to donate or loan more than \$500.00 at a time. A referendum vote must be taken on larger donations or loans.

SEC. 16. The General Executive Board shall elect from its own members, three (3) trustees, three (3) auditors and other committees.

SEC. 17. The Auditors shall subject, every six months, at their regular meeting, the reports of the General Secretaries to a careful investigation; also inspect the finance books of the respective officers, and register the results of such examination in a special report, which they must approve by signing their names thereto, on the reports as well as in the books.

SEC. 18. The Trustees shall examine and approve all bonds given by the officers, and they shall be the only officers entitled, with the authority of the General Executive Board, to draw money out of the treasury. It is in their names, therefore, that the bank account shall be registered; they shall also see to it that the money of the International Union is placed in good banks, or deposited under good bonds, bought under the name of the International Union, and entered in the books under that name. It is the duty of the Trustees to take care that the General Secretary-Treasurer never has more than \$5,000 as an open account at the bank; all surplus moneys must be turned over to the Trustees, to be deposited by them in good securities.

SEC. 19. The General Executive Board shall have the right to engage and employ organizers for shorter or longer periods—those organizers have to be competent

members of the International Organization or members of the General Executive Board. No extended travels shall be made, and only a limited district covered by one person. The International Union will pay for such organizing work only when it is authorized by the General Executive Board.

SEC. 20. As compensation to the General Executive Board sessions, the non-resident members shall receive \$9.00 per day for expenses, wages and their railroad fare. The members at the place of Headquarters shall receive \$7.00 per day and their wages; the wages to be rated uniformly at \$5.00 per day.

SEC. 21. In case the office of any or all the General Secretaries or the General Organizer becomes vacant, the General Executive Board shall elect a competent member of the organization *pro tem* to fill the office until the next convention meets, unless the vacancy occurs during the regular election of officers and such official is a nominee for re-election, then the appointee shall take the place on the ballot.

SEC. 22. In case any one of the General Officers fails to perform his duties or becomes guilty of dishonest transactions, he can at any time be suspended or removed from office by the General Executive Board, but shall have the right to appeal to the next convention, or to demand a referendum vote on the subject.

SEC. 23. All official documents issued by the General Executive Board must bear the signature of one of the General Secretaries and the seal of the International Union.

SEC. 24. The minutes of the General Executive Board's sessions shall be published in the "Brewery, Flour, Cereal, and Soft Drink Workers' Journal" in abbreviated form.

ARTICLE VII.

GENERAL OFFICERS AND THEIR DUTIES.

SECTION 1. The officers of the International Union are:

- The General Executive Board.
- The General Secretary-Treasurer.
- The General Corresponding Secretary.
- The General Financial Secretary.
- The General Recording Secretary.
- The General Organizer.

SEC. 2. The General Executive Board is the controlling body over the General Secretaries and the General Organizer.

DUTIES OF THE GENERAL SECRETARY-TREASURER

SEC. 3. He shall receive all money from the General Financial Secretary against receipt, and deposit same in such bank or banks as designated by the General Executive Board. All bills and drafts ordered paid by the General Executive Board, the wages of officers and office employes, office rent, etc., shall be paid by him. He shall keep correct accounts, do the bookkeeping work and take care that a sufficient quantity of supplies used at headquarters or by the locals is on hand. He has to oversee the work of shipping the labels and supplies, keep a correct account of all, see to it that all office help does its duty; in general be responsible that the best of order prevails at headquarters.

SEC. 4. He shall prepare a detailed report about the standing of the International Union, for each session of the entire General Executive Board and for each convention, with specifications of what gains and losses the organization had to sustain.

SEC. 5. He shall give bond for the sum of \$5,000.

SEC. 6. He must balance his books every month and submit them to the General Executive Board at the regular meetings for examination; he also shall prepare the semi-annual financial reports, and after they are examined and approved, send them to the different local unions. He has to draw up a yearly financial report, which shall be printed, after being audited, in as many copies as necessary to supply each member with one.

DUTIES OF THE GENERAL CORRESPONDING SECRETARY.

SEC. 7. The General Corresponding Secretary shall handle all correspondence.

SEC. 8. He shall give bond for the sum of \$3,000.

DUTIES OF THE GENERAL FINANCIAL SECRETARY.

SEC. 9. His duty shall be to receive all money, give receipts for the amounts, and turn all money at the close of business of each day over to the General Secretary-Treasurer, who shall give him receipt for it.

SEC. 10. The General Financial Secretary has all per capita tax, reserve fund and other stamps under his supervision, and he is responsible for them. He shall take care that the local unions shall receive their stamps promptly, and that all indebtedness be paid promptly. It is his duty to make a report to the session of the entire General Executive Board of all local unions that are in arrears with dues or assessments.

SEC. 11. He shall give bond for the sum of \$3,000.

DUTIES OF THE GENERAL RECORDING SECRETARY.

SEC. 12. He shall record the minutes of the General Executive Board sessions and forward them to the non-resident General Executive Board members with an explanatory letter. It is his duty to compile statistics of how many strikes and lockouts occurred, stating the outcome of each dispute; keep statistics of contracts and prepare a detailed report for each session of the entire General Executive Board and for the convention.

SEC. 13. He shall give bond for the sum of \$3,000.

DUTIES OF THE GENERAL ORGANIZER.

SEC. 14. Duties of the General Organizer shall be to carry on organizing and exercise all functions that either the Constitution or the General Executive Board may determine.

GENERAL RULES FOR OFFICERS.

SEC. 15. The General Secretaries and the General Organizer must fully command the English and German languages.

SEC. 16. The employes in the International Headquarters are under direct control of the General Secretaries, who are empowered to hire and discharge them, also to determine their wages, subject to approval by the General Executive Board. In case of discharge, the right is given to an employe to appeal to the General Executive Board, whose decision in such matters shall be final.

SEC. 17. In case of sickness or absence of any one of the General Secretaries the others are obliged to perform the work with the assistance of the office help until the General Executive Board makes different arrangements. The General Secretaries shall account for

their work and actions to the General Executive Board only, but in the interest of the organization all are held to work together in harmony.

SEC. 18. No General Officer is allowed to answer communications of members not bearing the seal of the union, and it is the duty of the General Secretaries to send such communications back to the secretary of the respective union of which the correspondent is a member.

SEC. 19. No General Officer has a right to deposit moneys, which are property of the International Union, under his own name, nor has any General Officer the right to use such money for his own private purposes.

SEC. 20. It is the duty of the General Secretaries to have all matters compiled and prepared in proper shape for the meetings of the General Executive Board and convention; they shall draw up propositions for improvements either in practice or principle which, in their opinion, would be beneficial to the International Union, if adopted.

SEC. 21. The General Secretaries shall communicate in questions of importance or send telegrams to the non-resident members of the General Executive Board; call meetings of the quorum as provided for in Article VI, Sec. 5; keep the seal of the International Union in their custody and exercise all functions that either the Constitution or the General Executive Board may determine.

ARTICLE VIII.

NOMINATION AND ELECTION OF GENERAL OFFICERS AND GENERAL EXECUTIVE BOARD MEMBERS AND THEIR TERMS OF OFFICE.

SECTION 1. The nomination of the General Secretaries, the General Organizer, the nine non-resident members of the General Executive Board, and their substitutes shall take place every third year at the triennial convention. The four General Secretaries and the General Organizer shall be nominated by the delegates at the convention; the nine non-resident General Executive Board members through the delegates of their respective districts at the convention, and the four

quorum members of the General Executive Board through the membership of all local unions at the place of headquarters, in joint mass-meeting. Substitutes for the members of the General Executive Board shall also be nominated in the same order for each and every non-resident and quorum General Executive Board member. All so nominated will be elected by the entire membership through referendum vote.

Every member in good standing with the International Union can be nominated, provided he has been a member of the organization for at least two continuous years prior to the convention, and before that time never violated the principles of unionism.

At the nomination and election of candidates for officers of the International Union, especial care shall be taken as to such candidate's character and ability.

SEC. 2. The election of the General Secretaries, General Organizer, and all members of the General Executive Board, including the substitutes, shall take place from February 10th to March 10th by referendum vote.

The salaries of the General Secretaries and the General Organizer shall be determined by the convention. The newly elected officers to assume their official duties on April 1st following the election.

SEC. 3. The candidates receiving the highest number of votes for a given office shall be declared elected; thus a plurality vote decides. Another ballot must be taken in case of a tie vote between two candidates.

SEC. 4. Ballots must be furnished to the local unions in time, and it is the duty of the local secretaries to notify the headquarters immediately in case their local should not have received the ballots by February 10th. Each union must be supplied with as many ballots as it has members according to the last monthly report, out-of-work members included.

SEC. 5. Local unions are bound to have the election take place in general or special meetings. Every member of the International Union is obliged to participate in the election. All members failing to comply with this provision shall be fined one dollar. Sickness and work only excuses, but the excuse must be presented in writing to the controlling committee of the election.

SEC. 6. A ballot box must be put up in the polling place, and a roll of all members must be ready for use.

When a member has put his ballot in the box, the controlling committee must register his name in the roll list. In order to give the night men, as well as the day men, a chance of voting, the polls shall be kept open until 10 o'clock p. m. on the election day appointed by the local union. Smaller unions or branches wishing to hold regular business meetings besides on the day of election must by all means take care and make the necessary provision that no other business shall be transacted while the election is taking place.

SEC. 7. Each local union must elect a committee of three as election controllers in the meeting preceding the fixed election day. This committee must watch and control the election, register the number of voters, and at the conclusion of the election, the duration of which to be left to the judgment of each local union, count the ballots and ascertain the result. The committee must also draw up a report of the election, and send the same, with their signature and seal of the union affixed, to the General Executive Board. Ballots and results arriving at headquarters after March 15th will not be recognized nor counted.

SEC. 8. The quorum of the General Executive Board must proceed at once after March 15th and count the ballots sent in, and examine the voting results of all unions and compile everything in a tabulated form. The result must be published in the "Brewery, Flour, Cereal, and Soft Drink Workers' Journal" immediately after this, and the elected officers be notified of their election officially.

SEC. 9. Contests against the legality of the election in one or the other unions must also be brought before the General Executive Board by March 15th. Every member believing that illegal practices were resorted to during the election has a right to forward a complaint bearing his signature and all necessary material of evidence. The canvassing committee of the General Executive Board has to carefully examine such contests, and if found based on truth, then the election of the respective union can be declared null and void.

SEC. 10. Any candidate who uses the means of circulars or individual cards containing his or their advertisement shall be dropped from the ballot, or if there is no more time to do so, shall be declared not elected, if election is obtained by such means.

ARTICLE IX.

CONVENTIONS.

SECTION 1. The convention of the International Union of United Brewery, Flour, Cereal, and Soft Drink Workers of America shall be held every third year (triennially), beginning on the second Monday in September at such place as designated by the preceding convention.

SEC. 2. Every delegate must have duly accredited credentials from his union, bearing the seal of the union, and signed by two officers of the local union. Every delegate must either be engaged as wage earner in an industry under the jurisdiction of the International Union, or as secretary of the local union. Local unions that are unable to pay the expenses of a delegate to a convention and wish to be represented, may be represented by proxy by giving their credentials to the delegates of another local union.

SEC. 3. The expenses for sending delegates to the convention shall be borne by the local unions themselves; the expenses of the salaried General Officers for their attendance at the convention must be defrayed by the International Union.

SEC. 4. The General Secretaries and the General Organizer shall represent the General Executive Board at the convention. They must submit their books there, and shall have voice but no vote at the convention, nor shall they be allowed to accept representation of a union as proxies.

SEC. 5. The basis of representation to the convention shall be: For every one hundred members or fraction thereof one vote. The membership of each union shall be rated according to the average per capita tax paid on their membership during the past year, not including the per capita tax paid for permit card men, but including out-of-work members. No delegate is entitled to more than three votes, and no local union to more than three delegates. No delegate shall have the right to transfer votes to another delegate after the Credentials Committee has rendered its report.

SEC. 6. The convention elects daily at the opening, a Chairman and a Vice-Chairman, who have to conduct the proceedings and maintain order.

SEC. 7. The convention shall have the right to adopt new laws and alter the Constitution, to designate the various taxes and assessments, to change the form of organization of the International Union, and to make such provisions and rules as may become necessary for the interest of the International Organization. Local unions desiring to submit propositions to the convention are required to transmit them to the General Executive Board at the latest two weeks prior to the opening of the convention, in order to have them compiled and prepared in proper shape. But in important cases, however, propositions and resolutions can be accepted later, and also be received at the convention.

SEC. 8. A special convention can be called only upon request of one-fourth of all local unions, and such request shall then be decided by a majority vote of all members through referendum vote.

SEC. 9. Such special conventions shall have the same rights as regular conventions.

SEC. 10. Only good-standing local unions have the right to be represented at the convention.

SEC. 11. The delegates to the convention shall be elected eight weeks prior to the convention, and their names published in the "Brewery, Flour, Cereal, and Soft Drink Workers' Journal." From these delegates, nominated by the local unions, there shall be elected three as an auditing committee by referendum vote. This committee shall convene twenty-one days prior to the convention at the place of the headquarters for the purpose of examining and auditing the books of the General Secretaries, who have to submit their books, etc. This committee shall receive for these twenty-one days the compensation of \$9.00 each member per day, and an equivalent of their wages. This committee shall also act on all credentials of the delegates. For this purpose duplicate credentials shall be furnished, the original shall be forwarded and to be in the hands of the committee ten days prior to the opening of the convention; the duplicate credentials shall be used for identification of the delegates at the convention. Any protests against delegates must also be in the hands of this committee three days prior to the convention opening.

This committee shall also serve to prepare the rules and order of business for the convention.

ARTICLE X.

REFERENDUM.

SECTION 1. A referendum vote on any question or subject being in the interest of the International Organization, can be ordered by the General Executive Board, subject to the following rules:

a. When the majority of delegates at the convention calls for a referendum on a subject.

b. When three-quarters of the General Executive Board members favor a call for a referendum.

c. When such is demanded by a local union in good standing, and such demand supported by one-fourth of all local unions.

If a local union sends out a call for a referendum vote, copy of such call and other documents sent to the local unions must be sent to the General Executive Board one week prior to mailing the call and documents to local unions.

If such demand should not be sufficiently supported by the locals, within forty-five days from the day such demand is issued, it shall be considered rejected.

SEC. 2. The vote on any such question has to be taken within sixty days after a sufficient number of locals have supported it; thirty days are set aside for free discussion of the subject in the "Brewery, Flour, Cereal, and Soft Drink Workers' Journal," and thirty days to vote on the subject under consideration. In extraordinary cases the General Executive Board can omit the discussion, but in such events a detailed explanation must be forwarded, together with the ballots, to all local unions.

SEC. 3. A majority of votes cast on a proposition submitted to a referendum vote is sufficient to make that proposition become a law.

SEC. 4. The same general rules, as set aside in Article VIII, Secs. 4, 5, 6, 7, 8 and 9 of the International Constitution shall also govern all other referendum votes.

SEC. 5. If it is proven that a local union has violated these provisions, its ballots cast shall be declared illegal, and the respective union shall be fined \$25.00.

SEC. 6. Only printed ballots shall be used for the referendum voting, and a majority of votes shall decide a question submitted to referendum.

The results of all referendum votes taken must be published in the official organ, the "Brewery, Flour, Cereal, and Soft Drink Workers' Journal."

ARTICLE XI.

STRIKES.

SECTION 1. Difficulties between employes and employers which cannot be adjusted by the local union must be reported immediately to the Joint Local Executive Board of the respective locality, which board shall, if possible, endeavor to settle the difficulties amicably. If the Joint Local Executive Board fails to adjust the matters in dispute, it must report the case with all particulars and with respective recommendations to the General Executive Board. In places where there is no Joint Local Executive Board, the local union involved must report and have recourse directly to the General Executive Board. In places where contracts are in force between the local union and the employers, all courses of arbitration, provided for in those agreements, must be pursued, and only when all efforts to have the disputes amicably settled prove futile, a strike application can be submitted to the General Executive Board. In this application it must be explained what efforts of averting a strike have been resorted to, and how many members would eventually be involved in the strike. However, strikes shall be avoided as much as possible.

SEC. 2. If a strike is ordered anywhere it shall be confined to the smallest number of establishments, so that the members who remain at work may be able to render their struggling colleagues the most assistance possible.

SEC. 3. It is the duty of each local union to assess the members who remain at work for the support of the strikers.

SEC. 4. Members shall be entitled to draw strike benefits beginning with the first week of the struggle.

SEC. 5. No member shall be entitled to the regular weekly strike benefit unless he reports every day at the

strike headquarters for committee duties, and performs to the best of his ability all such work as may be assigned to him by the officers in charge of the strike. Members who have secured other work while the strike is on, shall have no claims for support as long as they work, and in such cases four days shall count as a full week's work.

SEC. 6. The amount of strike benefit shall be \$9.00 per week, and per member, and the General Executive Board shall order strike benefits paid for all members entitled to them according to Constitution. All strike benefits to be sent to the respective Joint Local Executive Boards, or where no such boards exist, to the respective local union.

SEC. 7. In struggles of longer duration the regular strike benefit shall be paid for the term of one year only, and it shall be left to the judgment of the General Executive Board if support over that time be given. They shall also be empowered to stop the payment of strike benefits any time during the strike, if in their judgment the conditions warrant it.

SEC. 8. It shall be the duty of the financial secretary-treasurer of the respective local union or Joint Local Executive Board involved in a strike to keep an accurate account of the receipts and disbursements of strike money, and every secretary is obliged to submit every week and also after the termination of a strike or lockout, a detailed report about the receipts and expenses, to the Joint Local Executive Board, and to the General Executive Board. In the case of non-compliance with this rule the General Executive Board shall have the right of withholding all further assistance until the reports have been transmitted.

SEC. 9. Only such unions that are affiliated with the International Union for at least three months, and are not in arrears with dues and assessments, are entitled to support from the International Union in case of a strike; except when a general lockout is inaugurated.

SEC. 10. *Local unions declaring a strike without the consent of the General Executive Board, can expect no support from the International Union.*

SEC. 11. If, during a strike or lockout, a member does not obey the orders of his local union, or those of the officers entrusted with the management of the strike, he shall be expelled from the International Union.

SEC. 12. In case of emergencies, single so-called shop strikes can be ordered by the Joint Local Executive Board, but the local unions have to assume the full responsibilities for such procedure.

SEC. 13. It shall require a majority vote of all members of all local unions that will be involved in a strike to apply for strike permission from the General Executive Board. Strike permission shall be applied for through the Joint Local Executive Boards, where such are in existence. It is mandatory that, after the consent of the General Executive Board for a strike has been obtained, the question be considered whether or not a strike shall be inaugurated, and a vote must be taken by ballot on the subject, and it shall require a two-thirds majority of all members of all local unions that will be involved in the strike to make a strike legal.

SEC. 14. Sections 3, 4, 5, 6, 7, 8, 9 and 11 shall also be applicable in case of lockouts.

ARTICLE XII.

GENERAL PROVISIONS.

SECTION 1. The International Union of United Brewery, Flour, Cereal, and Soft Drink Workers of America cannot be dissolved as long as three locals are in favor of its maintenance.

SEC. 2. No officer or member shall assume the right of having circulars, indulging in personalities, printed and distributed at the expense of the International Union.

SEC. 3. The Constitution of the International Union can be changed and altered by the convention or by a referendum vote; all propositions to that effect must either come from the local unions or from the General Executive Board.

SEC. 4. In accordance with a resolution passed at the convention held in Houston, Texas, from December 3rd to 13th, inclusive, 1917, the foregoing Constitution takes effect on December 13th, 1917. All former articles and sections conflicting with the above are herewith repealed and declared null and void.

ADAM HUEBNER,
General Secretary-Treasurer.

JOHN RADER,
General Corresponding Secretary

JOSEPH PROEBSTLE,
General Financial Secretary.

JOSEPH OBERGFELL,
General Recording Secretary.



UNIVERSITY OF ILLINOIS-URBANA



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